

KULPER & COMPANY, LLC

EXECUTIVE SEARCH FIRM

ISO 9001:2000 Registered



Denise M. Kenny-Kulper, Ed.D
Chief Executive Officer
PO Box 1445
Morristown, NJ 07962-1445

Keith D. Kulper
President
Voice: 973-285-3850
Fax: 973-285-3851

Web: <http://www.kulpercompany.com>

SPEC BRIEF

#07-001-039

Director of Technology, Resins & Chemicals

Opportunity Summary

A new **Director of Technology** is being sought to lead process development, product improvement and new product commercialization initiatives for the **Resins & Chemicals (R&C) Strategic Business Enterprise (SBE)**; a key part of the Specialty Materials Business Group. The job includes responsibility for the leadership, actions and team development of a 10-15 member technology team based in multiple locations globally, along with a \$3+ million annual budget. The emphasis of the job is on “development” and deployment of new products through persistent and creative leverage of existing product portfolios and implementation of new research findings.

The DOT R&C will have a major impact on the direction of the R&C business as part of the business leadership team and ample opportunity for steady career development, growth and advancement based upon performance results.

We are seeking an experienced leader with drive and proven ability to execute directing a diverse and highly capable team of technical specialists.

The longer term success of the R&C SBE relies on the Director of Technology to be able to listen to, and communicate effectively with research, operations, marketing and senior leadership colleagues and in many cases, the client decision makers as well. This approach will effectively anticipate and roll out the next new set of product solutions vital for customers. This is, indeed, an exciting opportunity for a qualified candidate who will enjoy leading a dedicated team of technical professionals, supported by a solid cross functional structure sharing common goals.

Job Location: Morristown, NJ

While regular travel to company and client locations is a key aspect of the job, the greater Morristown area is a very beautiful and special place to live for a person with or without immediate family. Located only 35 miles from the heart of New York City, Morristown is both sophisticated and culturally diverse. New homes as well as townhouses and other flexible living options are readily available within a short commute of corporate headquarters. Northern New Jersey offers some of the finest schools in the nation, both public and private.

QUALIFIED CANDIDATE EXPERIENCE:

The successful candidate will have a minimum of 10 years of work experience, significantly weighted in the chemicals or adjacent industry.

He/She will have a demonstrated track record in leading an in-house development organization at a well-respected company.

The successful candidate will have a track record of utilizing people effectively, and managing tightly against scheduling and budgeting commitments, while balancing the need for meeting customer requirements in terms of functionality, features, etc.

Most importantly, he/she must have a track record of developing robust chemical processes in a complex chemical plants/catalyst improvement.

Must have experience leading in both a manufacturing and a research and development organization involving the development of new products and processes; has a proven performance record as an operational manager who has significantly improved performance of a business.

Solid budget management responsibility experience, including resource allocation, is very desirable.

Demonstrated ability to manage the New Product/Process Introduction and commercialization process using a "Stage Gate" methodology.

Demonstrated strong business acumen with an understanding of the financial implications of new product development processes.

Understands the use of technology and IP as a competitive differentiator.

Understands and know the chemical / agriculture industry, its structure and its players.

Have familiarity with the Six Sigma methodology.

Participate in, or support, cross-functional teams involving market-driven development of new technologies leading to value creation.

Attributes/ Skill Sets

An undergraduate degree, a Master's degree and a Ph.D. in chemical engineering are required.

Proven ability to listen, analyze and communicate effectively regarding technically oriented product solutions for key customers.

A strong knowledge of stage gate type processes---6 Sigma Green or Black Belt qualification a plus .

Accomplished influencer, coach and mentor in a matrix /cross functionally oriented organization where the number of potential projects is constantly growing and changing.

Demonstrated ability to drive change while enhancing communication at all levels of the organization.

Strong ability to communicate verbally or in writing.

Excellent presentation skills.

Qualified candidates will be supplied with a FULL POSITION Spec detailing the opportunity.

Interested Candidates please email resume/CV in confidence

dotrc@kulpercompany.com

THIS IS AN EQUAL EMPLOYMENT OPPORTUNITY OFFERING
which is subject to change at the sole discretion of the client.

May 7, 2007

©2007 KULPER & COMPANY, LLC Executive Search Firm